

105TH CONGRESS
1ST SESSION

H. R. 191

To amend the Family and Medical Leave Act of 1993 to apply the Act to a greater percentage of the United States workforce and to allow employees to take parental involvement leave to participate in or attend their children's educational and extracurricular activities, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JANUARY 7, 1997

Mr. HASTINGS of Florida introduced the following bill; which was referred to the Committee on Education and the Workforce, and in addition to the Committees on Government Reform and Oversight, and House Oversight, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

A BILL

To amend the Family and Medical Leave Act of 1993 to apply the Act to a greater percentage of the United States workforce and to allow employees to take parental involvement leave to participate in or attend their children's educational and extracurricular activities, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

1 **SECTION 1. COVERAGE OF EMPLOYEES.**

2 Paragraphs (2)(B)(ii) and (4)(A)(i) of section 101 of
 3 the Family and Medical Leave Act of 1993 (29 U.S.C.
 4 2611 (2)(B)(ii) and (4)(A)(i)) are amended by striking
 5 “50” each place it appears and inserting “25”.

6 **SEC. 2. PARENTAL INVOLVEMENT LEAVE.**

7 (a) **LEAVE REQUIREMENT.**—Section 102(a) of the
 8 Family and Medical Leave Act of 1993 (29 U.S.C.
 9 2612(a)) is amended by adding at the end the following:

10 “(3) **ENTITLEMENT TO PARENTAL INVOLVE-**
 11 **MENT LEAVE.**—

12 “(A) **IN GENERAL.**—Subject to section
 13 103(f), an eligible employee shall be entitled to
 14 a total of 4 hours of leave during any 30-day
 15 period, and a total of 24 hours of leave during
 16 any 12-month period, in addition to leave avail-
 17 able under paragraph (1), to participate in or
 18 attend an activity that—

19 “(i) is sponsored by a school or com-
 20 munity organization; and

21 “(ii) relates to a program of the
 22 school or organization that is attended by
 23 a son or daughter of the employee, includ-
 24 ing a foster child of the employee.

25 “(B) **DEFINITIONS.**—As used in this para-
 26 graph:

1 “(i) COMMUNITY ORGANIZATION.—

2 The term ‘community organization’ means
 3 a private nonprofit organization that is
 4 representative of a community or a signifi-
 5 cant segment of a community and provides
 6 activities for individuals described in sub-
 7 paragraph (A) or (B) of section 101(12),
 8 such as a scouting or sports organization.

9 “(ii) SCHOOL.—The term ‘school’
 10 means an elementary school or secondary
 11 school (as such terms are defined in sec-
 12 tion 14101 of the Elementary and Second-
 13 ary Education Act of 1965 (20 U.S.C.
 14 8801)), a Head Start program assisted
 15 under the Head Start Act (42 U.S.C. 9831
 16 et seq.), and a child care facility licensed
 17 under State law.”.

18 (b) SCHEDULE.—Section 102(b)(1) of such Act (29
 19 U.S.C. 2612(b)(1)) is amended by inserting after the sec-
 20 ond sentence the following: “Leave under subsection
 21 (a)(3) may be taken intermittently or on a reduced leave
 22 schedule.”.

23 (c) SUBSTITUTION OF PAID LEAVE.—Section
 24 102(d)(2)(A) of such Act (29 U.S.C. 2612(d)(2)(A)) is
 25 amended by inserting before the period the following: “,

1 or for leave provided under subsection (a)(3) for any part
 2 of the 24-hour period of such leave under such sub-
 3 section”.

4 (d) NOTICE.—Section 102(e)(1) of such Act (29
 5 U.S.C. 2612(e)(1)) is amended by adding at the end the
 6 following: “In any case in which an employee requests
 7 leave under subsection (a)(3), the employee shall provide
 8 the employer with not less than 7 days’ notice, before the
 9 date the leave is to begin, of the employee’s intention to
 10 take leave under such subsection.”.

11 (e) CERTIFICATION.—Section 103 of such Act (29
 12 U.S.C. 2613) is amended by adding at the end the follow-
 13 ing:

14 “(f) CERTIFICATION FOR PARENTAL INVOLVEMENT
 15 LEAVE.—An employer may require that a request for
 16 leave under section 102(a)(3) be supported by a certifi-
 17 cation issued at such time and in such manner as the Sec-
 18 retary may by regulation prescribe.”.

19 **SEC. 3. PARENTAL INVOLVEMENT LEAVE FOR CIVIL**
 20 **SERVANTS.**

21 (a) LEAVE REQUIREMENT.—Section 6382(a) of title
 22 5, United States Code, is amended by adding at the end
 23 the following:

24 “(3)(A) Subject to section 6383(f), an employee shall
 25 be entitled to a total of 4 hours of leave during any 30-

1 day period, and a total of 24 hours of leave during any
2 12-month period, in addition to leave available under para-
3 graph (1), to participate in or attend an activity that—

4 “(i) is sponsored by a school or community or-
5 ganization; and

6 “(ii) relates to a program of the school or orga-
7 nization that is attended by a son or daughter of the
8 employee, including a foster child of the employee.

9 “(B) As used in this paragraph:

10 “(i) The term ‘community organization’ means
11 a private nonprofit organization that is representa-
12 tive of a community or a significant segment of a
13 community and provides activities for individuals de-
14 scribed in subparagraph (A) or (B) of section
15 6381(6), such as a scouting or sports organization.

16 “(ii) The term ‘school’ means an elementary
17 school or secondary school (as such terms are de-
18 fined in section 14101 of the Elementary and Sec-
19 ondary Education Act of 1965 (20 U.S.C. 8801)), a
20 Head Start program assisted under the Head Start
21 Act (42 U.S.C. 9831 et seq.), and a child care facil-
22 ity licensed under State law.”.

1 (b) SCHEDULE.—Section 6382(b)(1) of such title is
 2 amended by inserting after the second sentence the follow-
 3 ing: “Leave under subsection (a)(3) may be taken inter-
 4 mittently or on a reduced leave schedule.”.

5 (c) SUBSTITUTION OF PAID LEAVE.—Section
 6 6382(d) of such title is amended by inserting before “,
 7 except” the following: “, or for leave provided under sub-
 8 section (a)(3) any of the employee’s accrued or accumu-
 9 lated annual leave under subchapter I for any part of the
 10 24-hour period of such leave under such subsection”.

11 (d) NOTICE.—Section 6382(e)(1) of such title is
 12 amended by adding at the end the following: “In any case
 13 in which an employee requests leave under subsection
 14 (a)(3), the employee shall provide the employing agency
 15 with not less than 7 days’ notice, before the date the leave
 16 is to begin, of the employee’s intention to take leave under
 17 such subsection.”.

18 (e) CERTIFICATION.—Section 6383 of such title is
 19 amended by adding at the end the following:

20 “(f) An employing agency may require that a request
 21 for leave under section 6382(a)(3) be supported by a cer-
 22 tification issued at such time and in such manner as the
 23 Office of Personnel Management may by regulation pre-
 24 scribe.”.

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